

Minutes of the Personnel Committee

Tuesday, July 7, 2009

Chair Schellinger called the meeting to order at 1:01 p.m.

Present: Supervisors Tom Schellinger (Chair), Dave Falstad, Steve Wimmer, Jim Heinrich, and Pete Gundrum. **Absent:** Ted Rolfs and Paul Decker.

Also Present: Chief of Staff Mark Mader, Senior Financial Analyst Bill Duckwitz, Labor Relations Manager Jim Richter, Employee Benefits Coordinator Pete Hans, Principal Human Resources Analyst Debbie Kneser, and Principal Human Resources Analyst Terri Sgarlata-Lutz. Recorded by Mary Pedersen, County Board Office.

Approve Minutes of 5-19-09

MOTION: Falstad moved, second by Heinrich to approve the minutes of May 19. Motion carried 5-0.

Schedule Next Meeting Dates

July 21.

Chair's Executive Committee Report of 6-1 & 6-15

Mader advised of the following items discussed at the last two Executive Committee meetings.

- Heard updates on the CAD (public safety) system replacement, and the countywide cashiering system.
- Reviewed the internal audit work plan which includes the Health & Human Services billing system, cashiering, information technology, and Community Development Block Grant.

Update on the 2009 Health Advancement Program

Richter, Hans, and Kneser were present to give a six-month report on this program which began in January of 2009. Copies of "Waukesha County Health Advancement Program Results" were distributed. Richter said a total of 510 employees participated in the program, about one-third of our employee population. Staff had estimated this figure to be 525. Program components include biometric testing, online health risk assessment, and telephone communication with a health coach/nurse. Richter said 450 employees completed all three steps and there were some who, for whatever reason, dropped out of the program along the way. Some employees only did the biometric testing.

Richter advised our average wellness score from the employees that participated was 81% or "good." The benchmark is 75%. However, it's likely the employees that participated are the "working well" – those already engaged in their health. Richter said 27% still fell into high risk categories that will need to be addressed. Those areas that had the highest level of abnormal results were body mass index at 64% of those participated, body fat 53%, and tobacco use 12%. Lifestyle assessment results showed 72% had significant risk in the area of nutritional habits, 53% sedentary life, 37% accidents, 26% stress/anxiety, 12% alcohol, 9% tobacco, and 7% tetanus. Also through the lifestyle assessment, 114 people said they had allergies, 112 had chronic sinusitis, 79 had

arthritis, 54 had chronic pain, and 49 had hypothyroid. Richter discussed predisease and while a participant may not have the disease currently, they do have certain conditions and/or lead certain lifestyles that increase their risk for the future. The top five are diabetes at 25%, hypertension 21%, breast cancer 21%, back condition 15%, and colorectal cancer 10%.

Richter said addressing these conditions as a predisease could save the County \$6,752,124 or \$13,585 per participant. Total potential savings related to lifestyle changes (obesity, sedentary, stress/anxiety, tobacco, etc.) could save the County \$763,118 or \$1,535 per participant. Total potential indirect savings related to productivity could save \$382,880 or \$770 per participant.

Richter discussed the return on investment analysis. Total future and present costs identified total \$7,989,122. Richter said if we can save 5% or about \$400,000, a realistic number, long term we would see a 4 to 1 return on our investment and that is our goal. Richter went on to review statistics for program interest and readiness to change. ECare Solutions, our vendor, recommends we continue ongoing telephonic health coaching, the Health Counts Program with incentives throughout the year, back education (techniques, ergonomics), onsite education (e.g. diabetes, blood pressure checks, tobacco cessation), weight loss/walking challenges, and preventive screening education. Richter said we are happy with the success of the program and our vendor so far.

Closed Session

MOTION: Wimmer moved, second by Falstad to go into closed session at 2:00 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues pertaining to the AFSCME Master Unit Local 2494, and to approve the closed session minutes of previous meeting(s). Motion carried 5-0.

MOTION: Wimmer moved, second by Falstad to return to open session at 2:44 p.m. Motion carried 5-0.

MOTION: Wimmer moved, second by Heinrich to adjourn at 2:45 p.m. Motion carried 5-0.

Respectfully submitted,

Approved on: _____

Ted Rolfs
Secretary